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ER 88-1128x

UNITED STATES
OFFICE OF PERSONNEL MANAGEMENT
WASHINGTON, D.C. 20415

Office of the Director

March 21, 1988

DDA/REG LOGGED
DDA SUBJECT FILE COPY

MEMORANDUM FOR HEADS OF DEPARTMENTS AND AGENCIES

FROM: CONSTANCE HORNER
DIRECTOR

SUBJECT: AIDS in the Workplace

The workplace has not escaped the realities of the AIDS epidemic -- fears, confusion, loss of friends and co-workers and the possibility of discrimination, however unintended. The Federal government, as an enlightened and compassionate employer concerned with the health and welfare of its employees, has an obligation to show the way in addressing these realities in a positive, non-discriminatory fashion.

Today, I am asking you to join with me in implementing a government-wide policy supportive of the President's AIDS awareness and prevention efforts. We have a two-fold responsibility with respect to AIDS in the workplace. First, to provide timely and useful information to employees about AIDS; and second, to handle personnel situations properly where AIDS is a factor. Educating employees about AIDS and fostering a climate of open communications will contribute to their own health and well-being as well as their understanding of this killer disease's impact on its victims. Effectively handling AIDS-related personnel matters will help prevent disputes, loss of productivity and unfair treatment of affected employees.

With these goals in mind the Office of Personnel Management (OPM) has issued the attached policy guidance on "AIDS in the Workplace." The material offers information and advice on effective AIDS education programs and provides guidance on applying Federal personnel policy to various workplace situations which involve AIDS.

I urge you to develop an agency policy and program consistent with this guidance to increase the awareness, understanding and effectiveness of your managers, supervisors and employees in dealing with AIDS. OPM will provide information, training and guidance to help in this effort.

Thank you for your support in establishing effective AIDS education programs and personnel policies.

Attachment

REGISTRY
60-7

CON 131-65-2
May 1986

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Remarks STAT

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Executive Secretary
2 Mar 88
Date

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1. DIRECTOR OF MEDICAL SERVICES		
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REMARKS

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Comptroller General
of the United States

Washington, D.C. 20548

ER 88-0884X

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February 12, 1988

The Honorable William H. Webster
Director
Central Intelligence Agency
Washington, DC 20505

Dear Mr. Webster:

In response to growing national concern on the rapid spread of acquired immune deficiency syndrome (AIDS), a task force was established at the United States General Accounting Office in December 1986 to determine how the growing incidence of AIDS in our society as a whole could ultimately affect the GAO workplace. Members of the task force were asked to examine the nature and extent of the problem and to develop recommendations for policy initiatives that would enable the GAO to deal effectively and humanely with it. The results of the work of this task force are contained in Coping With AIDS in the GAO Workplace, a report which I believe you will find both informative and useful.

As AIDS continues to take its toll in both the public and private sectors, it seems likely that other agencies will find it necessary to develop and implement policies that will permit enlightened responses to workplace crises which AIDS can trigger. For this reason, GAO is making selective distribution of this report, in the hope that our experiences in developing internal policies to deal with AIDS in our particular environment will be useful to others who may wish to develop their own approach in coping with AIDS. Should you require them, five additional copies of this report may be obtained by calling GAO's Document Distribution Facility at (202) 275-6241. Bulk copies may be purchased from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Sincerely,

Charles A. Bowsher

Charles A. Bowsher
Comptroller General
of the United States

Enclosure

DCI
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United States General Accounting Office

GAO

Comptroller General's Task Force on AIDS in the Workplace

December 1987

Coping With AIDS in the GAO Workplace

The Task Force Report

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